

# Garner Police Department



## Annual Department Report 2013

Published June 2014



# Table of Contents

The GPD Mission and Values .....	4
The Law Enforcement Oath of Honor.....	5
Garner Police Department Overview.....	5
Criminal Investigations Division.....	7
Patrol Division .....	8
Special Operations Division .....	9
Support Services Division .....	10
Organizational Chart - 2013 .....	14
Crime in Garner.....	15
Traffic Safety Information .....	17
Community Policing.....	20
Community Involvement.....	20
Social Media.....	25
Professional Standards .....	26
Department Accreditation.....	26
Complaint Investigation .....	26
Use of Force.....	28
Budget Information .....	29
Employee Accomplishments, Awards & Recognition .....	30

# Message from the Chief of Police

Welcome to the Garner Police Department's Annual Report for 2013. Our goal with this report is to provide an overview of the significant accomplishments of the Department related to public safety and quality of life for our residents, businesses, and visitors. Additional information about the Garner Police Department can be found on our website at [www.garnernc.gov/Departments/Police](http://www.garnernc.gov/Departments/Police) or by contacting us directly at any time throughout the year. I also encourage you to follow the Department on Facebook (GarnerPolice) and to follow the Department (@GarnerPolice), the Town of Garner (@TownofGarner), and me (@ChiefZuidema) on Twitter for daily updates and information sharing.

The Garner Police Department is a “full-service” municipal police department, providing services that include proactive patrol, response to 9-1-1 and non-emergency requests, traffic safety education and enforcement, the school resource officer program, criminal investigations, crime prevention, animal control, and a Special Response Team and Crisis Negotiations Team for critical incidents. We work collaboratively with other Town of Garner Departments and Town officials and with the North Carolina Highway Patrol, the Wake County Sheriff's Department, and a number of other area law enforcement agencies on a routine basis.

We are also focused on our role as a community partner and resource as evidenced by our collaborative efforts with the Town of Garner's Neighborhood Initiatives Program and our work with various Neighborhood Watch groups in Town; you will learn more about these programs later in this report. We are eager to educate our citizens about ways that they can contribute to enhancing their personal safety and the well-being of their friends and neighbors utilizing the community policing philosophy and the tenets of partnerships, prevention, and problem solving. One way is through the Garner Police Department Citizen's Academy which made its return in 2013 after a hiatus for “re-tooling.”

Among the more significant accomplishments for 2013 was our continuation of our mandatory fitness program for our sworn staff, our continued expansion of the Police Athletics/Activities League (PAAL), our foray into social media, and the official start of planning for a new police station to be located at 912 Seventh Avenue in a former medical office building purchased by the Town.

Finally, in November of 2013 we had a successful on-site inspection by assessors from the Commission on Accreditation for Law Enforcement Agencies (CALEA). They reviewed documents, toured facilities, got community feedback, and rode along with our personnel as a means of ensuring our continued compliance with the more than 460 standards we meet and often exceed as a critical component of our maintaining our status as a professional law enforcement agency.

Garner Police Department 2013 Annual Report

Thank you for your interest in the Garner Police Department and in public safety in Garner, North Carolina. We appreciate the opportunity to collaborate with the citizens of Garner and our other community partners in working to keep Garner a “*Great Place To Be!*”

Sincerely,



Brandon V. Zuidema  
Chief of Police



*The Garner Police Department Traffic Safety Unit poses at the Garner Veterans' Memorial*

# The GPD Mission and Values

In the spring of 2011, an employee committee was tasked with developing and implementing a mission statement and set of values that represent who we are as a law enforcement agency, what role we play in the Garner community, and the values we embrace and use in making day-to-day decisions. The committee got feedback from all employees and developed the following:

## *Our Mission Statement*

“The Garner Police Department is dedicated to excellent police service through partnerships that reduce crime, create a safe environment, build trust, and enhance the quality of life in our community. We are committed to delivering quality service in an effective, responsive, and professional manner.”

## *Our Values*

- COMMITMENT:** We have a selfless determination and relentless dedication to the public, our partners, and to each other. We will strive to continually improve our community and our agency.
- INTEGRITY:** We are committed to the highest standards of honesty and ethical conduct, which are the cornerstones of our profession.
- PROFESSIONALISM:** We accept responsibility for our actions. We are accountable to ourselves and those we serve. We will communicate honestly and consistently strive for excellence.

# The Law Enforcement Oath of Honor

Policing is an honorable profession full of men and women dedicated to the wellbeing and quality of life of others, and the Garner Police Department is no exception. We embrace the Oath of Honor as the basis of our individual and organizational strength and our commitment to the community. The Oath of Honor is used at all of our public ceremonies to share that commitment with those we proudly serve:

On my honor,  
I will never betray my badge,  
my integrity, my character,  
or the public trust.  
I will always have the courage  
to hold myself and others  
accountable for our actions.  
I will always uphold the Constitution,  
my community  
and the agency I serve,  
So help me God.

Developed by the International Association of Chiefs of Police Committee on Police Ethics in 1997



# Garner Police Department Overview

During 2013, the Garner Police Department was authorized 64 sworn police officers and 11 civilian personnel (including full-time and part-time staff) to provide law enforcement services to a town roughly 15 square miles in area with a permanent residential population of approximately 27,000 citizens.

The Town of Garner operates in a Council-Manager form of government with an elected mayor and five members of the Town Council. The Town Council sets Town policies, enacts ordinances, and appoints the Town Manager. The Town Manager administers the daily operations and programs of the municipal government through eleven department heads, including the Chief of Police, and other Town staff. The Garner Police Department is one of eleven Town departments, with the Town Manager directly supervising the Chief of Police.

Chief Brandon Zuidema was appointed Chief of Police in December 2009. The Chief of Police is responsible for the overall administration and operation of the police department and reports directly to the Town Manager. In addition to his role as Chief of Police, Chief Zuidema also served as the Chairman of the Wake County Emergency Communications Organization (WECO), a member of the Smaller Agency Advisory Board for the International Association of Chiefs of Police (IACP), a member of the Patrol and Tactical Operations Committee for IACP, and as the Director of Region VII for the North Carolina Association of Chiefs of Police during 2013.

Deputy Chief Eric Copeland has served as “second in command” of the Garner Police Department since 2001 and currently has responsibility for the Operations Bureau, which includes all sworn personnel except those assigned to the Professional Standards Unit.

## **Police Department Components**

### Administrative Manager / Records Unit

The Administrative Manager serves as the Department’s Accreditation Manager, handles payroll and performance evaluations, manages the Records Management System, and serves as the supervisor for the Records Unit staff.

The Records Unit consists of three Criminal Records Clerks who process all police reports, maintain and update data in the Records Management System, coordinate purchasing, and handle all telephone and walk-in requests during business hours.

### Animal Control

The police department is responsible for the Animal Control Program in the Town of Garner. The Animal Control Program employs one full-time Animal Control Officer (ACO), Mike Gale. Although not all municipalities in Wake County maintain their own animal control program, the Town of Garner and the Garner Police Department recognize that the issues related to animal control are a priority for our residents and we have maintained our own Animal Control Program since 1999 to ensure a consistent and appropriate level of service is provided within the Town limits. ACO Gale primarily works during “business” hours; he is assisted after-hours, on weekends, and at other times as needed by police officers. The ACO is responsible for enforcing all state and local laws, ordinances, and resolutions relating to the care, custody, and control of animals within the corporate limits of Garner. This includes but is not limited to:

- Investigating abuse, bite, and cruelty cases.
- Impounding animals at large.
- Educating the public on the importance of spaying and neutering pets and on good care of their pets.
- Canvassing the Town to verify that all animals are licensed in accordance with the Town ordinances and are current on their rabies vaccines.

During 2013, the Animal Control Program in Garner handled 1,178 calls for service. Included in this was the capture of 373 stray animals, 58 reports of vicious animals, 47 reported animal bites, and 128 cases of animal cruelty.

Many long-term Garner residents will commonly associate the Garner Animal Control Program with ACO Judi Lowry, our first ACO in Town history. Judi took a well-deserved retirement after 15 years of service to our residents and, more importantly, to the animals in and around Garner. We’d like to publicly thank Judi for her outstanding service and wish her the best in retirement.



*Retired ACO Judi Lowry*

### Criminal Investigations Division

The Criminal Investigations Division (CID) was commanded in 2013 by Lieutenant Joe Binns, who replaced Lieutenant Chris Clayton in April 2013. CID is staffed by a sergeant and eight investigators. There are five general investigators who are responsible for furthering the investigation of all felony crimes, including (but not limited to) murder, rape, robbery, theft, and fraud cases.

During 2013, our general investigators were assigned a total of 310 cases for further investigation; of those, 300 were “closed” indicating no further investigation was being actively pursued. As a whole, these investigators had a “clearance” rate of 44%, which is well above the national average of approximately 31% as reported by the Federal Bureau of Investigations.



CID also has three investigators that primarily handle gang-related crimes and drug investigations. Two of these investigators work primarily on drug investigations, both inside the Town and in other areas of Wake County in partnership with the Wake County Sheriff's Office and other area law enforcement agencies. During 2013, our two narcotics investigators initiated 21 narcotics-related investigations; of these, 18 were cleared by arrest. Our third investigator participates with the FBI's Safe Streets Task Force focusing on gang-related criminal activity in the Raleigh-Durham region.

This division of the police department also includes the Data Driven Analysis of Crime and Traffic Safety (DDACTS) crime analyst, who is responsible for crime mapping and analysis and utilizes crime data and analysis software to evaluate crime trends and resource deployment in and around Garner.

The investigators employ a team approach to major crime investigations, where multiple investigators are assigned to all major crimes. This was particularly evident in the Department's most significant criminal investigation of the year, a homicide that occurred on July 31 at the Westchester Apartments located on Seventh Avenue. Garner investigators, working with other Garner personnel, with the Jacksonville, North Carolina Police Department, and the Federal Bureau of Investigation in Atlanta, Georgia ultimately identified, located, and arrested two people directly responsible for the death. This investigation is still ongoing. Neither the victim nor the suspects were from Garner in this case.

#### Patrol Division

The Patrol Division was commanded by Lt. Paul Shambaugh in 2013. The Patrol Division is the largest section in the Operations Bureau and is what most people think of when they think of the Garner Police Department. Our patrol supervisors, officers, and canine teams work a rotating 12-hour schedule and they are the first officers to respond to all crimes, including responding to 911 calls and handling domestics, shopliftings, and all other reported crimes.

Two of the more noteworthy incidents handled by the Patrol Division in 2013 included an incident with a barricaded and suicidal subject and a fatal train-automobile accident. On July 18, 2013, patrol officers responded to a reported domestic incident and found that a male subject was wielding a machete and had barricaded himself in a fenced area of the property. Following a period of active negotiation by an on-duty crisis negotiator, the male was taken into custody without incident and was provided assistance for mental health issues.

On Friday, October 4, 2013, patrol officers responded to a report of a vehicle that had been struck by an Amtrak train on Vandora Springs Rd. Officers arrived to find that a vehicle driven by an adult female from Raleigh had gotten caught on the tracks and was unable to move prior to the train entering the intersection; the driver was killed on impact. Officers managed traffic control and provided assistance to passengers on the train while working cooperatively with Amtrak Police and other train officials to investigate the crash.

All personnel assigned to the Patrol Division are responsible for taking a proactive approach to partnerships, prevention, and problem solving in the Garner community. Our patrol officers not only enforce laws and ordinances, they also work collaboratively with Garner businesses and citizens and other Town departments to reduce crime and improve the quality of life.

One example of this would be our participation with the Town of Garner's Neighborhood Initiatives Team. During 2013, the Town studied the area between Forest Hills Shopping Center and Garner Magnet High School. As part of our contribution towards reducing the perception of problematic behavior and improving the overall quality of life in the area, a recommendation was made to add sidewalk access throughout the neighborhood. This was ultimately approved and work started on this project in 2013. When completed, it will allow pedestrians to stay out of the street while having adequate access to come and go and travel through the neighborhood.

Another example is our ongoing efforts to collaborate with the property managers of various apartment complexes in the Town. Police Department representatives meet regularly with the managers to share reported crime and nuisance reports and to discuss opportunities to reduce crime while improving quality of life for the residents.

#### Professional Standards Unit

The Professional Standards Unit, headed by Lieutenant Chris Clayton, is responsible for managing the Department's internal affairs function, serves as the Public Information Officer (including our social media efforts), and supervises the Personnel and Training Sergeant. The Garner Police Department takes the concept of "professionalism" very seriously; we recognize that we have an obligation to treat all citizens in a consistent and fair manner and that we are best served by being transparent and accountable to the citizens we serve.

#### Special Operations Division

The Garner Police Department has maintained a group of officers committed to focusing on traffic safety in Garner since 2002. In September 2012, the Traffic Safety Unit was merged with the "E" Platoon from the Patrol Division to form the Special Operations Division. In addition to supervising the "E" Platoon and Traffic Safety Unit, the Special Operations Division Commander serves as the Special Response Team (SRT) Commander with responsibility for the part-time SRT and Crisis Negotiation functions.

The "E" platoon consists of a sergeant and four officers; in addition to providing additional staffing during peak hours, this platoon provides staffing for special enforcement and other public safety initiatives in the Town.

The Traffic Safety Unit consists of five officers who are supervised by a sergeant. This unit is responsible for the investigation of traffic crashes, addressing speed complaints, conducting traffic studies and analyses, and managing traffic control at large events like the Christmas Parade and the Town's annual July 4<sup>th</sup> Celebration. As of October 2013 one of these five officers was committed solely to DWI enforcement through a grant provided by the North Carolina Governor's Highway Safety Program.

Traffic Safety Unit personnel receive advanced training in crash investigation and reconstruction and traffic safety education and enforcement. This unit provides several services to the community including seatbelt and texting programs at Garner Magnet High School, the placement of portable speed signs in the community, and coordination of the School Crossing Guard program for the elementary schools inside the Town. Several of the traffic safety officers are certified as car seat installation technicians and offer that service to the public on an as-needed basis.



*Officer Hanson rides with a student while she attempts to text & drive.*

What many people think of or refer to as a “SWAT” team, our part-time Special Response Team is a group of officers who volunteer to receive additional training and who are provided specialized equipment to ensure they are prepared to respond to critical incidents in the Town of Garner that include barricaded persons, high risk warrant service, and hostage situations. We also utilize a part-time Crisis Negotiations Team of officers specially trained to assist in peacefully resolving these critical incidents whenever possible.

The Special Operations Division Commander works with the Town of Garner Parks, Recreation, and Cultural Resources Department and the Town of Garner Public Works Department to coordinate security and traffic control and to ensure public safety at special events (i.e. festivals, parades, road races, etc.) occurring in Garner. During 2013, Garner was host to 12 such special events.

### Support Services Division

The Support Services Division was commanded by Lieutenant Chris Hagwood. The Support Services Division is staffed by a sergeant, four school resource officers (SROs), and a quartermaster.

The Garner Police Department has a proud history of partnering with the Wake County Public School System through the School Resource Officer Program. We assign four school resource officers on a full-time to Garner Magnet High School (two officers), East Garner Magnet Middle School, and North Garner Middle School. The SROs assist with overall public safety in our schools, they have responsibility for providing educational opportunities for students and staff, and they provide an opportunity for students and staff to interact with police officers in a non-confrontational setting.

The quartermaster is responsible for the equipment & supply function and also serves as the primary custodian for all evidence and property. 2013 represented the first time in the history of the Department that we had a full year with a full-time quartermaster. This allowed us to make significant strides in addressing a backlog of items eligible for destruction due to the closure of cases in past years. During 2013, the quartermaster processed 1,008 items of property and evidence and was responsible for having 1,424 items destroyed in accordance with Department regulations and North Carolina General Statute.

## Facilities

2013 represented a significant milestone in terms of facilities for the Police Department. We are currently housed in three separate facilities within the Town. The Chief of Police and administrative staff are located in building “C” at the Town Hall campus at 900 Seventh Avenue. The Criminal Investigations Division is located at 400 Aversboro Rd. and the Patrol and Special Operations staff work out of the office located at 120 East Main Street.

In March 2013, the citizens of Garner approved a bond referendum that included funding for a new police station to be housed in a former medical office building located at 912 Seventh Avenue. Purchased in 2012 as the result of foresight and planning on the part of Town Council and Town staff, this building will now be renovated to provide the Police Department with over 20,000 sq. ft. that will double our work space and will unite our workforce and operations under a single roof for the first time in approximately three decades.



*Architect's rendering of the new Police Station to be located at 912 Seventh Avenue*

The planning process is underway and we are tentatively planning for a summer 2015 open house for the new police station.



## Departmental Training

All sworn officers employed by the Garner Police Department are required to complete annual classroom, firearms, and practical training in order to maintain their North Carolina certification as law enforcement officers. While North Carolina requires 24 hours of in-service training every year (including 18 hours of classroom and 6 hours of firearms), Garner police officers average 120 hours of classroom training each year and 16 hours of firearms training each. In 2013, Garner police officers completed more than 5,000 hours of training beyond the mandated in-service or re-certification training.



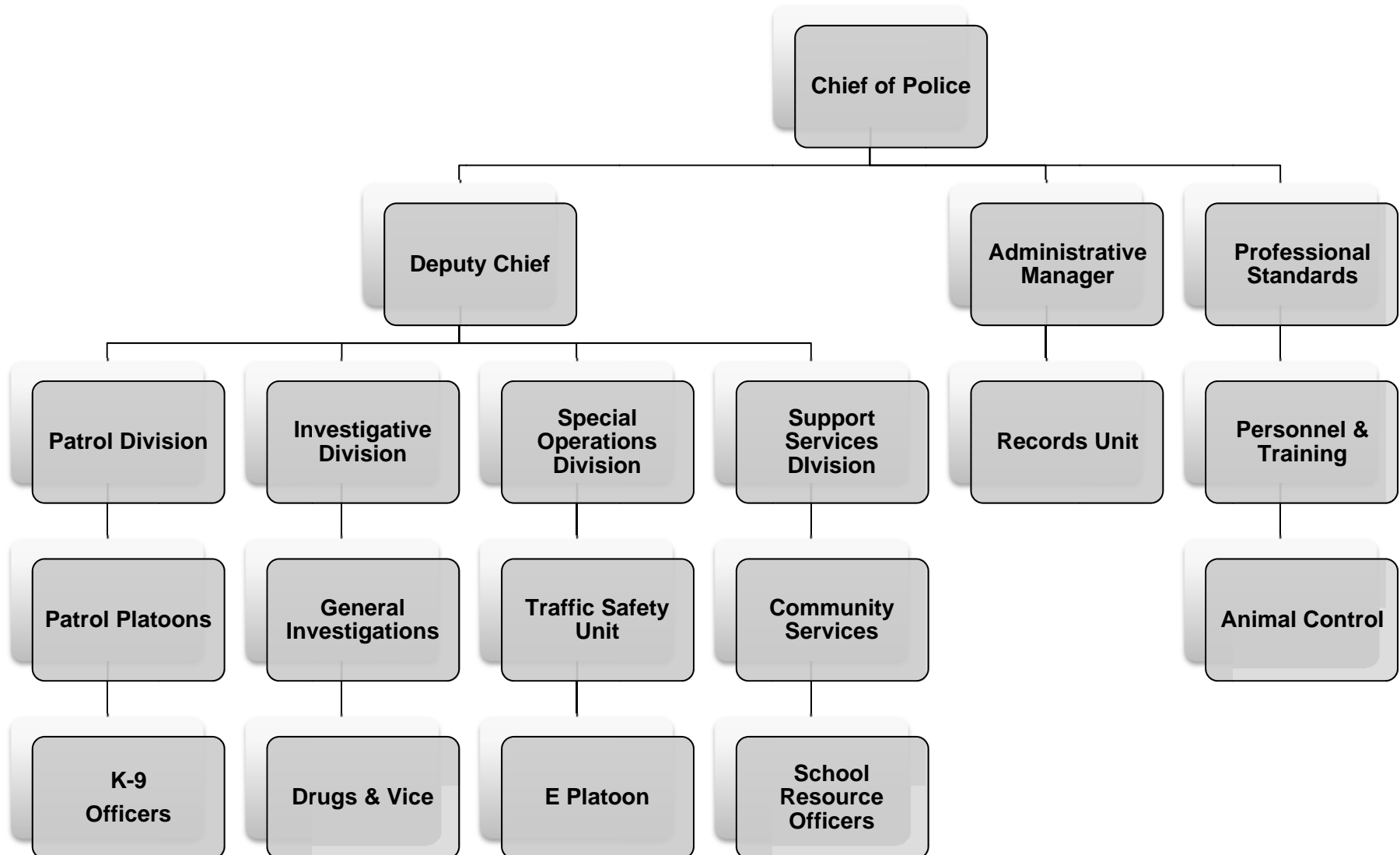
*Firearms Instructor Paul Caldwell provides oversight during firearms training*

The Garner Police Department is one of the first law enforcement agencies in North Carolina to have implemented a mandatory fitness program for all sworn employees. The Personnel and Training Sergeant manages the department's fitness program that was fully implemented in 2012 and requires all sworn personnel to complete the North Carolina Police Officer Physical Abilities Test (POPAT) at the department's pre-established fitness standard twice a year. We have seen significant improvement in the overall health and fitness levels of our employees since the implementation of the program. Our department average for all employees completing POPAT in fall 2012 was 8:29; our department average for all employees in fall 2013 was 7:52. In 2013, only three (3) out of sixty-four (64) sworn employees failed to meet the Department's fitness standard on either test. This level of improvement promotes officer safety and the professionalism we are committed to as a police department.



*Officer Bert Walker completes situps during POPAT*

**Garner Police Department  
Organizational Chart - 2013**



## Crime in Garner

One of the hallmarks that most governments, citizens, and many prospective residents look to in evaluating a community is crime and the perception of crime among residents. The Garner Police Department recognizes that crime control is one of our critical missions.

However, it is important to make the distinction between the totality of crime and the subset of crimes that are reported, and therefore become known to the police. Although there are many factors that influence the reporting of crime, it is generally accepted that only a modest percentage of crime is ever reported to the police. The law enforcement community's primary objective with regards to the collection and analysis of crime data is to provide a reliable set of crime statistics for criminal justice and law enforcement administration, operation, and management. This data is also used to provide an objective measurement and indication of the overall level of crime in our community.

### Crime Reporting

The Garner Police Department participates in both the state and federal crime reporting systems. We are an incident based agency, which means we submit the most comprehensive type of crime data to both the federal and state systems.

The FBI's Uniform Crime Reporting (UCR) Program collects offenses that come to the attention of law enforcement for violent crime and property crime, as well as data regarding clearances of these offenses. In addition, the FBI collects auxiliary data about these offenses (e.g. time of day of burglaries). This expanded offense data also includes trends in both crime volume and crime rate per 100,000 inhabitants.

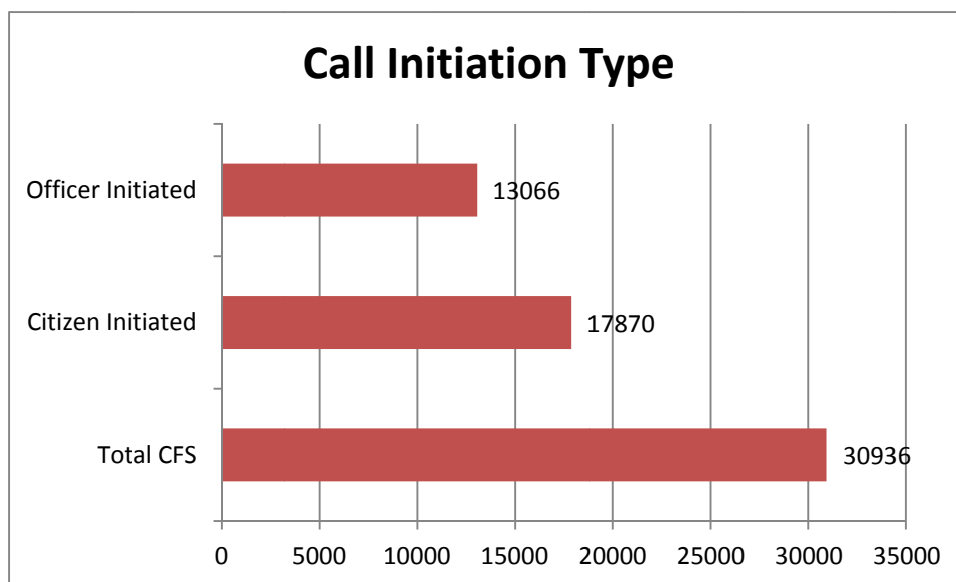
All crime related statistical data can be found at the NC State Bureau of Investigations website at <http://crimereporting.ncdoj.gov>. This site contains all current and historical data for the Garner Police Department. The Garner Police Department will release an addendum to this annual report once 2013 crime statistics are released and analyzed.



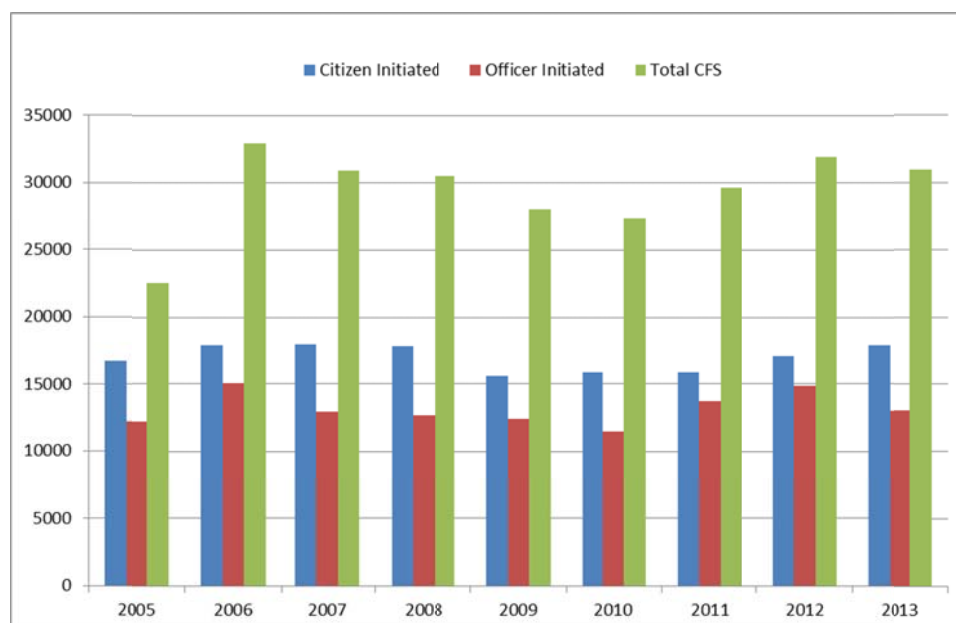
## Calls for Service

A call for service (CFS) represents one incident or situation that was initiated by or brought to the attention of the Garner Police Department and was handled through the application of departmental resources. Calls for service originate from private citizens (citizen-initiated CFS) and police officers patrolling the community (officer-initiated CFS). Calls for service vary in nature, severity, and the level of departmental resources required to address them – particularly with regard to the number of staff members and the staff time required to adequately and appropriately handle the call for service.

Individual analyses were completed on citizen-initiated and officer-initiated calls for service. The following graphs illustrate the results of the analyses for 2013:



Since 2005, the police department responded to an average of 30,110 CFS per year. The charts below show the total number of calls and the number that are initiated by citizens and officers.



## Traffic Safety Information

The promotion of traffic safety is a critical component of the Garner Police Department's mission. Through aggressive traffic enforcement, citizen education, and voluntary compliance we are continually focusing on proactive efforts to improve traffic safety in Garner.

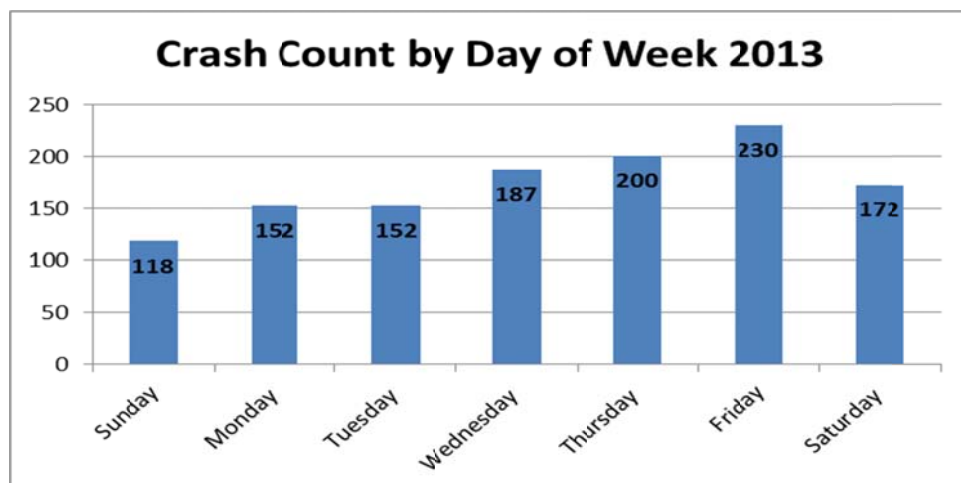
Enforcement is accomplished primarily through directed patrols of high crash areas, residential areas with frequent complaints of speeding, and along sections of highway through the town where speed has been a major factor in crashes. During 2013, the Department was again involved in the "Click It or Ticket", "Booze it and Lose It" and the "No Need to Speed" programs coordinated by the Governor's Highway Safety Program. We also participated in local and regional DWI and traffic safety checkpoints through our commitment to supporting the Wake County Traffic Safety Task Force.



### Traffic Crash Data - 2013

The Garner Police Department investigated 1,211 traffic crashes during 2013, including 384 crashes resulting in personal injury, a 12% decrease from 2012. There were three fatal crashes reported in 2013 in Garner.

There were 76 more crashes in 2013 as compared to 2012. The number of alcohol related crashes, six (6), was a 53% decrease from 2012. The most frequent hour for crashes occurring was between 5:00 pm and 6:00 pm, with 10.7% of all reported accidents occurring in that one-hour timeframe.

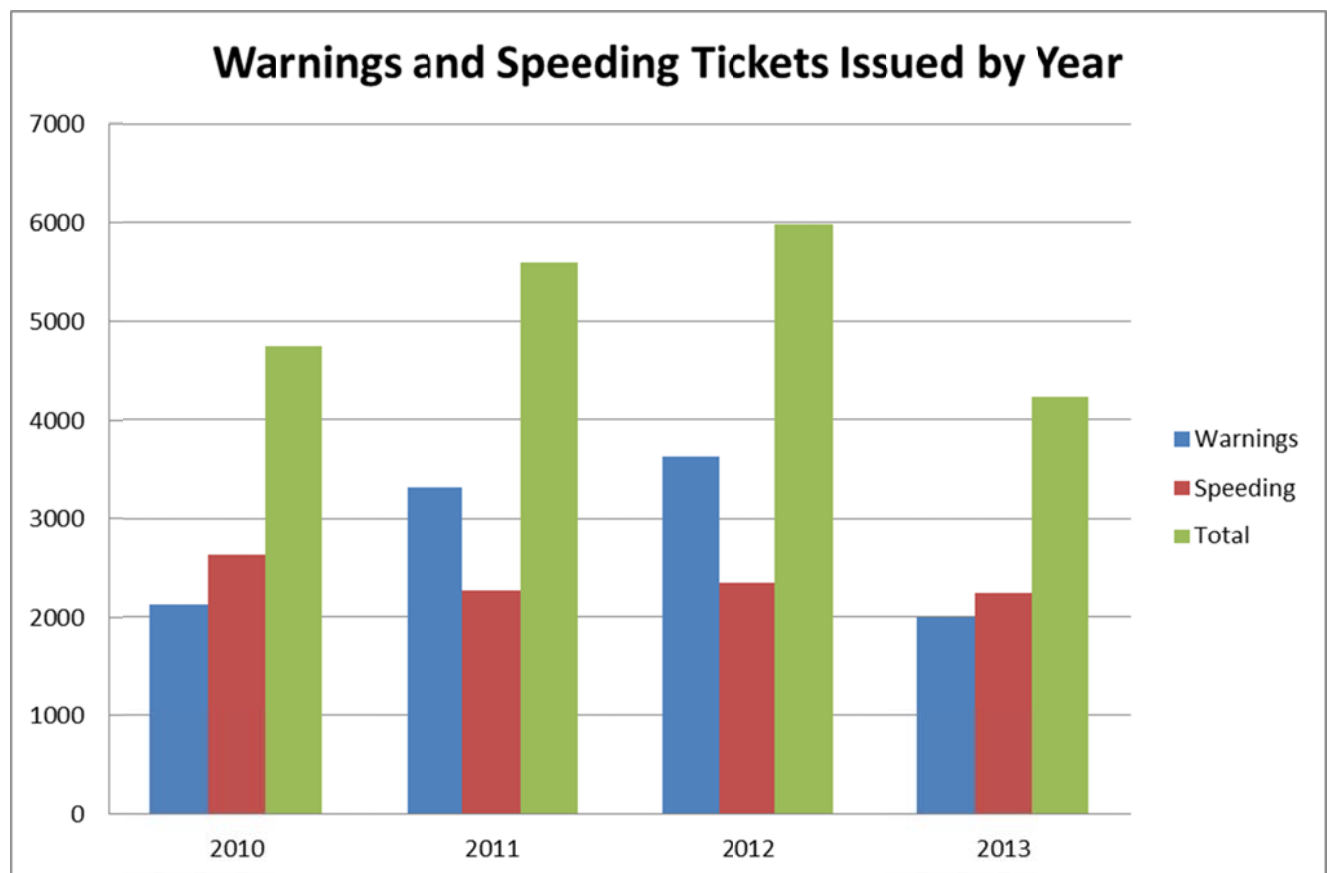


Inattention was the leading contributing circumstance for all crashes last year; 467 crashes or 39% indicated the driver not paying attention was a contributing factor in the crash. We are seeing an alarming increase in “texting and driving” and encourage drivers to put down their phones whenever they are operating a motor vehicle.

## Traffic Citation Data – 2013

In 2013, the Garner Police Department issued a total of 7,996 traffic citations for traffic violations. This was a 25% decrease from 2012. Officers began using a new records management system (OSSI) which impacted the process of issuing citations. The new system required additional computer entries on vehicle stops, which created more work for the officers and took more time to clear vehicle stops. The department has since modified the process on vehicle stops in an effort to streamline this process.

Speeding citations and warning tickets are the two most often issued traffic citations in Garner. Officers are allowed to use their discretion when issuing traffic citations. They may decide that issuing a written warning is appropriate instead of issuing a court citation. Citation data of warning tickets and speeding tickets for the last four years is displayed in the chart below.



Warnings are often issued when there have been changes in established speed limits. During the first 30 days of the change officers give warning tickets to motorists to help them adjust to the new zone and allow them to change their driving habits. This type of effort educates the public and encourages them to reduce their speed without the consequences of a traffic citation

The Garner Police Department remains committed to the pursuit of traffic safety through both education and enforcement. We will continue to work collaboratively with citizens and other government agencies to encourage safe motor vehicle operation through defensive driving and voluntary compliance with traffic laws as well as strict enforcement efforts.

## DDACTS

### ***Data Driven Approaches to Crime and Traffic Safety***

During 2013 the Garner Police Department continued their partnership with the National Highway Traffic Safety Administration (NHTSA), the North Carolina Governor's Highway Safety Program (GHSP), the Holly Springs Police Department, and the Knightdale Police Department to utilize DDACTS.

Data Driven Approaches to Crime and Traffic Safety (DDACTS) integrates location-based crime and traffic crash data to determine the most effective methods for deploying law enforcement and other resources. Drawing on the deterrent value of highly visible traffic enforcement and the knowledge that crimes often involve motor vehicles, the goal of DDACTS is to reduce crime, crashes, and traffic violations.

DDACTS does not introduce "new" resources to our community but instead helps to guide and direct the use of our existing resources and our non-committed patrol time to focus our proactive efforts where we can have the greatest impact on public safety.

## Community Policing

Community policing is our philosophy and organizational strategy that promotes a partnership between citizens and their police. It is based on the premise that both the police and the community must work together to identify, prioritize, and solve contemporary problems such as:

- Crime,
- The fear of crime,
- Social and physical disorder, and
- Overall neighborhood decay

...With the goal of improving the overall quality of life.

Community Policing in Garner encompasses all that we do as law enforcement officers and employees on a daily basis – whether we are involved in education, enforcement, partnerships, prevention, or problem solving we are following the community policing philosophy.

## Community Involvement

The Garner Police Department encourages and is committed to having our employees and our department involved with community activities and outreach in an effort to develop and maintain working relationships with the people we serve. The department was involved with the following activities, programs, and projects during 2013:

### Achievement Academy

The Achievement Academy was originally developed by our School Resource Officer (SRO) and DARE officer in 1994 and was called “Challenge Camp” at the time. The program is aimed at rising 9<sup>th</sup> graders at our two middle schools. Students are selected by school counselors, school resource officers, and police officers who volunteer with the Garner Police Athletics/Activities League (PAAL) based on a combination of their academic performance, socioeconomic background, and discipline record. Those invited to attend are selected because they have expressed a desire to change.

During 2013 the Achievement Academy was one week long and had 15 students from the Garner middle schools. During the weeklong session, students participated in several activities that challenged each of them while teaching life-lessons helpful for teenagers.

The camp began with team building exercises and a high ropes course on Monday. On Tuesday, the group traveled to Hanging Rock State Park for an overnight camping trip. The students completed outdoor rock climbing on Wednesday. Thursday the camp went to the National Whitewater Center for more team building exercises taught through whitewater rafting and more ropes courses. The week concluded on Friday with canoeing and a farm tour which taught the students the importance of protecting our natural resources

Our SROs and teachers report dramatic turnarounds with many of the students who have completed the Achievement Academy. Students who used to react with anger, frustration, and fighting learn to resolve their conflicts peacefully. Students who were failing turn their grades around and those who were introverted come out of their shells to participate in school. Over 200 children have successfully completed the Achievement Academy.

## Civic Organizations

Members of the Garner Police Department serve as volunteer members, leaders, and officers of a number of civic organizations in the town, including the Civitan Club, the Optimist Club, and the Rotary Club. Many of our employees also serve as volunteer coaches and mentors in area sports leagues and after-school programs.

Membership in these organizations allows our personnel and members of the community to become better affiliated with one another outside of normal police interactions. It also allows our employees to demonstrate community leadership outside of their roles with the police department.

## Cadet Program

The police department sponsors a Cadet Program (formerly known as the Explorer Program) through the Garner Police Athletics and Activities League (Garner PAAL) to allow teenagers with an interest in law enforcement to learn more about what it means to be a police officer. Garner police officers volunteer their time to serve as cadet leaders and meet bi-weekly with the cadets to give them hands-on experience while learning the tasks of a police officer.



*Officers Ben Deese and Trey Robinson utilizing the "Fatal Vision" goggles to simulate a state of intoxication; the Cadets were given the opportunity to perform field sobriety tests while wearing the goggles to see how a DWI investigation is conducted and to experience why they should not ever drive after consuming alcohol.*

## Garner's Night Out

Previously, the Garner Police Department participated in "National Night Out," an annual event sponsored by the National Association of Town Watch (NATW) and supported by law enforcement agencies nationwide. In 2013 the Garner Police Department decided to create a "Garner's Night Out," modeled after National Night Out and to have the event in October each year. Garner's night out was held at Lake Benson Park for the entire community instead of holding local events in neighborhoods. The event is an opportunity for citizens and businesses to join the police department in heightening public awareness of crime and crime prevention, strengthening police-community partnerships and relationships, and sending a message to criminals that the community does not tolerate crime.



*Attendees get a look inside the Wake-Med helicopter*



*Sgt. Adams and McGruff*

## Garner Police Athletics / Activities League (PAAL)

In the fall of 2010, the Garner Police Department was approached and asked to play a leading role in the development of a community-based program that could provide services and support to at-risk youth in our community and in our schools. Recognizing this as a unique opportunity to provide additional support to our community, we began development of the Garner Police Athletics / Activities League, or Garner "PAAL."

A Board of Directors was recruited and early in 2011 officers were elected and a Constitution and By-Laws were developed and adopted. We also subsequently were approved as a 501(c)(3) tax-exempt organization. Garner PAAL then developed a mission statement and values and began working toward the implementation of programming to begin fulfilling that mission.



Since the creation of Garner PAAL, we have developed three new school-based programs and we have partnered to integrate PAAL into an existing after-school program; the following is a summary of our programs as of the end of 2013:

- PAAL hosted a weekly after-school club of approximately twenty at-risk students at East Garner Magnet Middle School. The PAAL club provides academic support, intramurals sports, field trips, and other activities such as campus beautification.
- PAAL implemented a weekly school-based program at Vandora Springs Elementary School that collaborates with school staff to provide support to approximately ten at-risk third graders. This program combines lessons with fun activities to teach the third graders skills helpful in their daily lives.
- PAAL hosted a weekly after-school young ladies group of approximately ten students at North Garner Middle School that is aimed at providing support, encouragement, and life lessons to these at-risk female students.
- PAAL partnered with the Garner Parks, Recreation, and Cultural Resources Department to attend one day a week at the after-school program at the Avery St. Recreation Center. Police officers play basketball with middle school students and provide outreach and mentoring.
- PAAL assumed responsibility for the Explorer Post program, which is now the Garner Police Cadet Program.



*Lieutenant Chris Hagwood and several PAAL participants.*



Garner PAAL now hosts an annual Broomball tournament between public safety agencies. In 2013, four teams competed against each other. The Garner Police Department took home the trophy and bragging rights for the second year in a row. This tournament provides us the opportunity to showcase our PAAL Program in the community and to network with other public safety agencies. This tournament is PAAL's major fundraiser each year, providing funding for programming for youth who ordinarily could not participate in events. More information on the PAAL program can be found on the PAAL website at [www.garnerpaal.org](http://www.garnerpaal.org).



## Schools and Community Organized to Read (SCOR)

SCOR is a locally-developed reading buddy program sponsored by the Garner Education Foundation to support Garner's elementary schools. SCOR serves primarily second graders who need additional assistance to improve their reading. Six GPD volunteer reading buddies meet with school-identified students for thirty minutes each week to provide mentoring and to read from a collection of books provided by the media specialist of that school.

## "Shop with a Cop"

Each year the Garner Police Department partners with TT&E Iron and Metal, Inc. and other area businesses to provide a Christmas party and shopping opportunity to Garner area families who might not otherwise have a Christmas. With the assistance of local school counselors, families in need are identified; with TT&E's generosity, the families are provided with a shopping budget and police officer escorts at a local retailer that allows for a Christmas celebration that would not otherwise be possible. Since its inception, the "Shop with a Cop" program has provided support to more than 200 children and their families, and more than \$50,000 has been donated to support families in need in the Garner community.



*Sergeant Sandlin goes shopping*



*"Shop With A Cop" Volunteers with Santa*

## Social Media

During 2013 the Garner Police Department expanded its social media presence and made a commitment to utilizing social media to share “breaking” news, routine information, and safety tips. Although GPD had maintained a presence for several years primarily through our website, in 2013 we began “tweeting” on a regular basis and have strived to send out daily information since then.

GPD maintains a website as part of the Town of Garner’s website that can be accessed via [www.garnerpd.org](http://www.garnerpd.org) or [www.garnernc.gov/Departments/Police/](http://www.garnernc.gov/Departments/Police/). Our website allows citizens to receive information, send us information, and get copies of motor vehicle crash reports.

We currently partner with [www.raidsonline.com](http://www.raidsonline.com) to provide public copies of criminal incident reports to citizens at no cost.

GPD maintains a Facebook page to disseminate information to the community. We can be found on Facebook as “Garner NC Police” or by going to [www.facebook.com/GarnerPolice](https://www.facebook.com/GarnerPolice).

We can be found on Twitter as “@GarnerPolice” or by going to <https://twitter.com/GarnerPolice>. Please consider giving us a follow for regular access to useful information regarding the Garner Police Department and the Town of Garner.

*(Please note – our social media is not currently monitored outside of regular business hours; in the event of an emergency or if you need immediate assistance, please call 9-1-1).*



## Professional Standards

### Department Accreditation

On March 26, 1994 the Garner Police Department became accredited by the Commission for the Accreditation of Law Enforcement Agencies, Inc. (CALEA). The department sought and has maintained accredited status as a means of benchmarking our policies and procedures against international best practices for law enforcement agencies, as a means of ensuring effective service delivery to the citizens of Garner, and as an ongoing demonstration of commitment to professionalism through voluntary adherence to national standards

Fewer than 650 law enforcement agencies are currently accredited by CALEA within the United States. CALEA accreditation is conferred for a period of three years, during which time the agency must submit annual reports attesting continued compliance with those standards under which it was initially accredited as well as new standards added over time. The Garner Police Department was required to comply with more than 460 procedural standards in order to earn our most recent re-accreditation.

In November 2013, a team of CALEA assessors visited Garner and examined all aspects of the Garner Police Department's policies and procedures, management, operations and support services. The assessors' findings were reported to the full body of CALEA Commissioners. Out of the more than 460 standards required for compliance, the Garner Police Department had one non-compliance issue which was caused by not training on Tasers annually; this issue has since been addressed. The Garner Police Department also rewrote its Recruitment Manual as a result of suggestions submitted by the assessors during the onsite visit. There were no other documented deficiencies in our assessment.

During its March 2014 conference in Garden Grove, California, CALEA unanimously recommended the Garner Police Department for the agency's seventh consecutive accreditation award and recognized GPD for being accredited for 15 or more consecutive years with its advanced meritorious accreditation award. Chief Zuidema and the accreditation team of Mrs. Dana Clay and Sergeant Scott Crawford accepted the award on behalf of the GPD. Mrs. Dana Clay was awarded a CALEA certificate of appreciation for her efforts in GPD's accreditation.

For more information regarding the Commission on Accreditation for Law Enforcement Agencies, Inc. please contact the Commission at 13575 Heathcote Blvd, Suite 320, Gainesville, VA 20155, or visit their website at [www.calea.org](http://www.calea.org).



## Complaint Investigation

The Garner Police Department investigates all complaints made by citizens regardless of the source of the complaint or how it is communicated to us; complaints are typically deemed to be either an allegation of serious misconduct or a performance complaint. The department utilizes electronic tracking software to record and track all complaints that are brought to the attention of the department.

Allegations of serious misconduct are complaints that allege corruption, misuse of force, violation of the law, violation of an individual's civil rights, or a serious breach of department policy or employee rules of conduct.

Performance complaints typically allege an inappropriate action or response by an employee, improper operation of a police vehicle, violation of a department policy or employee rules of conduct, or any other act or failure to act that does not rise to the level of an allegation of misconduct.

Upon conclusion of an investigation, each complaint is assigned one of the following findings:

- Sustained** – Findings indicate there is sufficient evidence to prove the allegation or complaint.
- Non-Sustained** – Findings indicate there is insufficient evidence to prove or disprove the allegation or complaint.
- Exonerated** – Findings indicate there is sufficient evidence to prove the incident occurred, but the actions or demeanor of the employee was proper, lawful and/or within policy.
- Unfounded** – Findings indicate there is sufficient evidence to prove the allegation or complaint did not occur or was demonstrably untrue or false.
- Policy Failure** – Findings indicate there is sufficient evidence to prove the allegation or complaint occurred, but the actions of the employee were within GPD policy when the incident took place. This finding indicates the policy is faulty and in need of review or revision.

During 2013 there were a total of four complaints of serious misconduct filed against police department employees, an increase of one from 2012. Three of the complaints contained more than one allegation of wrong-doing, resulting in a total of eight alleged violations of policy or law. Findings for these allegations were as follows:

- Two allegations were deemed “sustained”
- Two allegations were deemed “not sustained”
- Four allegations were deemed “unfounded”

During 2013 there were thirty-eight performance complaints filed against police department employees, which is eight less than in 2012. Several of these complaints included more than one allegation of wrong-doing, resulting in a total of sixty-four allegations of inappropriate conduct such as improper police action, rudeness, etc. by police employees. Findings for these allegations were as follows:

- Forty seven complaints were deemed “sustained”
- Five complaints were deemed “non-sustained”
- Three complaints were deemed “exonerated”
- Nine complaints were deemed “unfounded”

## Use of Force

Garner Police Department policy dictates that police officers will use only that force necessary to protect life and affect lawful objectives. In addition to the use of physical force, police officers in Garner are equipped with and trained to use batons, conducted electrical weapons (better known by the name brand “Taser”) and, if necessary, their firearms when performing their lawful duties.

### Use of Force Review

During 2013, there were a total of 29 incidents that resulted in a total of 44 separate applications of force by individual officers, which is down by approximately 21% from 2012. There were multiple incidents in which more than one officer was required to use force or a single officer used more than one type of force in order to subdue an individual. However, the vast majority of our incidents continue to be one officer vs. one offender.

Every incident in which force is used or a firearm or Taser is pointed at a suspect by a Garner Police Officer is thoroughly investigated and documented by supervisory staff and is reviewed through the department’s chain-of-command.

In addition to the review of the individual incident, the Garner Police Department has implemented an “Early Intervention System” (EIS) to more effectively evaluate employee performance. An EIS is a data-based police management tool that is designed to monitor officer activity to identify patterns and to provide for consistent, proactive intervention and assistance when appropriate.

### Statistical Summary

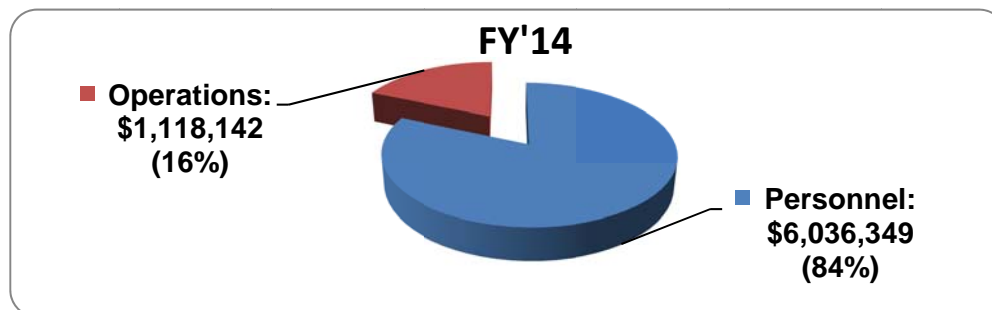
During 2013, officers with the Garner Police Department utilized force in 24 of the arrests we made. Over half of the reported uses of force were incidents where officers pointed a weapon at a suspect to gain compliance. When comparing the 24 arrests with uses of force to the over 30,727 documented interactions with citizens in 2013, we used force in less than .1% (one tenth of one percent) of all documented contacts.

## Budget Information

### Police Department Budget

The Garner Police Department budget is one component of the budget for the Town of Garner and is based on the town's fiscal year from July 1 – June 30.

- The total police department budget for FY'12 (ending June 30, 2012) was \$6,874,893. Of this amount, \$5,938,838 was committed to personnel costs for salaries and benefits, leaving \$936,055 for all other operations costs (a decrease of \$103,467 from FY'11). Personnel costs constituted approximately 86% of the police department budget for FY'12.
- The total police department budget for FY'13 (ending June 30, 2013) was \$7,052,483. Of this amount, \$6,024,738 was committed to personnel costs for salaries and benefits, leaving \$1,027,745 for all other operational costs. Personnel costs constituted approximately 85% of the police department budget for FY'13.
- The total police department budget for FY'14 (ending June 30, 2014) is \$7,154,491. Of this amount \$6,036,349 is committed to personnel costs for salaries and benefits, leaving \$1,118,142 for all other operational costs (an increase of \$90,397 from FY'13). Personnel costs represent approximately 84% of the police department budget in FY'14.



### Town of Garner Budget

- The FY'12 police department budget constituted approximately twenty-nine percent (29%) of the total budget of \$23,666,244 for the Town of Garner for FY'12.
- The FY'13 police department budget constituted approximately thirty percent (30%) of the total budget of \$23,785,617 for the Town of Garner for FY'13.
- The FY'14 police department budget constitutes approximately twenty-eight percent (28%) of the total town budget of \$25,761,845 for FY'14.

# Employee Accomplishments, Awards & Recognition

## New Employees

**Officers Andrew Bauer and Kevin Murray** joined the department in January 2013.

**Mike Gale** joined the department in December 2013. He is the new Animal Control Officer.

**Officers Charon Guffey, John Hardin, and Bre Prince** all joined the department in April 2013

**Maria Herrera** joined the department in July 2013 as a Criminal Records Clerk.

Career Progression Advancements – the following personnel earned career progression advancements based on educational, training, and years of service achievements:

**Investigator Preston Charles** was elevated to Police Officer II in January 2013.

**Officer Michael Medlin** was elevated to Police Officer II in November 2013.

**Officer Tyler Rose** was elevated to Police Officer II in December 2013.

**Officer David Taylor** was elevated to Senior Police Officer in June 2013.

Promotions – the following personnel participated in competitive processes and were promoted:

**Sergeant Joe Binns** was promoted to Police Lieutenant in April 2013.

**Platoon Leader Sophia Sandlin** was promoted to Police Sergeant in April 2013.

**Platoon Leader Troy Young** was promoted to Police Sergeant in March 2013.

Specialized Assignment Selections – the following personnel participated in competitive selection processes and were selected to specialized positions in the department:

**Officer Preston Charles** was selected to serve as a Police Investigator in May 2013.

**Officer Grant Davis** was selected to serve as a Platoon Leader in April 2013.

**Officer Steven Doak** was selected to serve as a Special Response Team (SRT) Operator in May 2013.

**Officer Jason Jones** was selected to serve as a Police Investigator in May 2013.

**Officer Scott Klein** was selected to serve as Garner's first DWI Enforcement Officer in October 2013.

**Officer Michael Medlin** was selected to serve as a Special Response Team (SRT) Operator in May 2013.

**Officer Jason Pierce** was selected to serve as a Platoon Leader in March 2013.

**Officer Tyler Rose** was selected to serve as a Special Response Team (SRT) Operator in May 2013.

Significant Educational and Training Achievements – the following personnel successfully completed significant education and/or training programs:

**Officer Kevan Anderson** completed his Associate's Degree in Criminal Justice. Kevan also earned his Intermediate Law Enforcement Certificate.

**Officer Eric Ankarstran and K9 Gunnar** finished fifth overall with a third-place individual finish in obedience at the United States Police Canine Association Region 2 Trials in April 2013.

**Officer Judy Benitez** completed the Basic Law Enforcement Training program at Wake Technical Community College in June 2013. Judy was promoted to Police Officer I in June 2013.

**Lieutenant Joe Binns** completed the Leadership in Police Organizations course. Joe also completed the West Point Leadership Program.

**Officer Barbara Caquias** earned her Intermediate Law Enforcement Certificate.

**Lieutenant Chris Clayton** graduated from the FBI National Academy.

**Deputy Chief Eric Copeland** completed the Leadership in Police Organizations course.

Our four **Canine Officers and their partners (Officer Ankarstran and Gunnar, Officer Holding and Mackey, Officer Roberson and Bear, and Officer Taylor and Bandit)** finished first overall as a team at the United States Police Canine Association Region 2 Trials in April 2013.



**Officer Greg Holding and K9 Mackey** finished second overall with a second-place individual finish in apprehension and third-place individual finish in article search at the United States Police Canine Association Region 2 Trials in April 2013.

**Sergeant Mike McIver** graduated from the 65th Session of North Carolina State University's Administrative Officers Management Program.

**Lauren Norman** earned her Certified Law Enforcement Analyst certification. Lauren was also recognized by the International Association of Crime Analysts for Outstanding Contributions of the Field of Crime Analysis.

**Sergeant Lorie Smith** graduated from the 25th Session of the North Carolina Justice Academy's Management Development Program.

**Officer Sonny Roberson and K9 Bear** finished third in apprehension at the United States Police Canine Association Region 2 Trials in April 2013.

**Officer Tyler Rose** earned his Intermediate Law Enforcement Certificate.

**Officer David Taylor and K9 Bandit** finished sixth in agility at the United States Police Canine Association Region 2 Trials in April 2013.

Annual Optimist Club Awards Banquet – The Garner Optimist Club hosts the “Respect for Law” awards banquet for the Garner Police Department during Police Week in May each year. This banquet is an opportunity for GPD to recognize our “Rob Apple Officer of the Year” and to present other annual department awards:

**Officer Kevan Anderson** was awarded a Departmental Certificate of Merit in for his efforts in providing CPR to a citizen in March 2013.

**Officer Preston Charles, Lieutenant Chris Clayton, Platoon Leader Grant Davis, Officer Kevin Murray, and Sergeant Troy Young** were awarded a Departmental Unit Commendation in for their efforts in locating and stopping a driver with a life-threatening medical emergency in April 2013.

**Officer Shaun Curry, Officer Scott Kuhn, Platoon Leader Jason Pierce, and Officer Richard Roach** were awarded a Departmental Unit Commendation for their efforts in providing CPR resuscitation to a five-week old infant in April 2013.

**Platoon Leader Scott Klein** was recognized as the “Rob Apple Officer of the Year.”

**Sergeant Mike McIver** was awarded a Departmental Life Saving Award for his efforts in providing CPR resuscitation to a citizen in July 2012. Mike was also recognized by the Wake County Exchange Clubs and awarded the Excellence in Service Award for his efforts. He was awarded a Department Citation for his efforts with PAAL.

**Investigator Amy Miller** was awarded a Departmental Citation in May 2013 for her work the past eleven years with the Police Explorer Post and the “Shop with a Cop” program

Other Recognitions:

**Deputy Chief Eric Copeland** was elected President of the North Carolina Chapter of the FBI National Academy Associates for 2013.

**Office Ben Deese** was recognized as a Horizontal Gaze Nystagmus (HGN) expert by Judge Bailey.

**Officer Steven Doak** was recognized as the Garner Police Department’s Crisis Intervention Team (CIT) Officer of the Year and one of Wake County’s CIT Officers of the Year in October 2013.

**Lieutenant Chris Hagwood** was elected as 3rd Vice President of the North Carolina Chapter of the FBI National Academy Associates for 2013.

**Chief Brandon Zuidema** was re-elected to the Board of Directors of the North Carolina Association of Chiefs of Police in January 2013.



“No one is compelled to choose the profession of a police officer, but having chosen it, everyone is obligated to perform its duties and live up to the high standards of its requirements.”

President Calvin Coolidge

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Garner NC Police



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